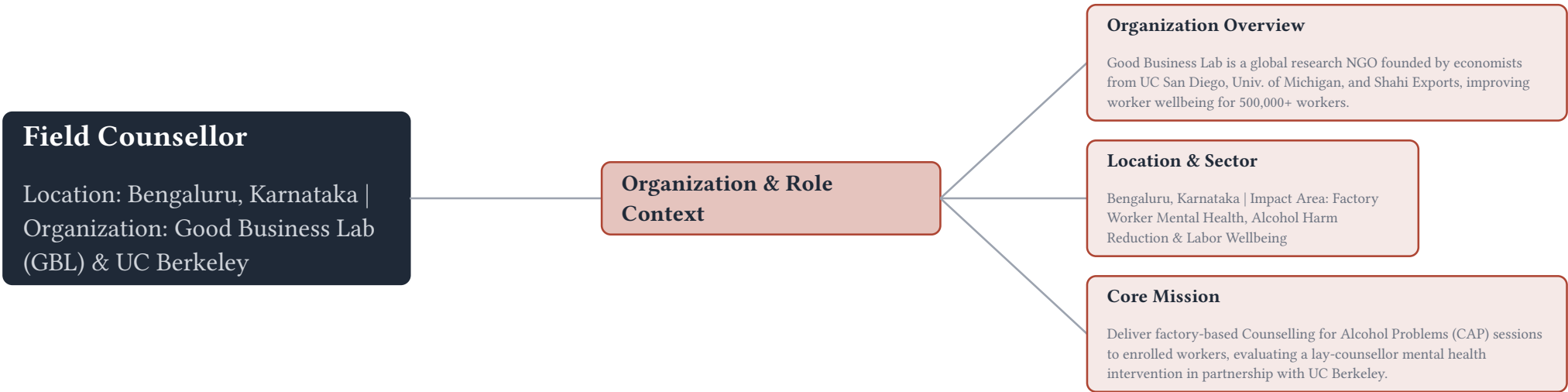


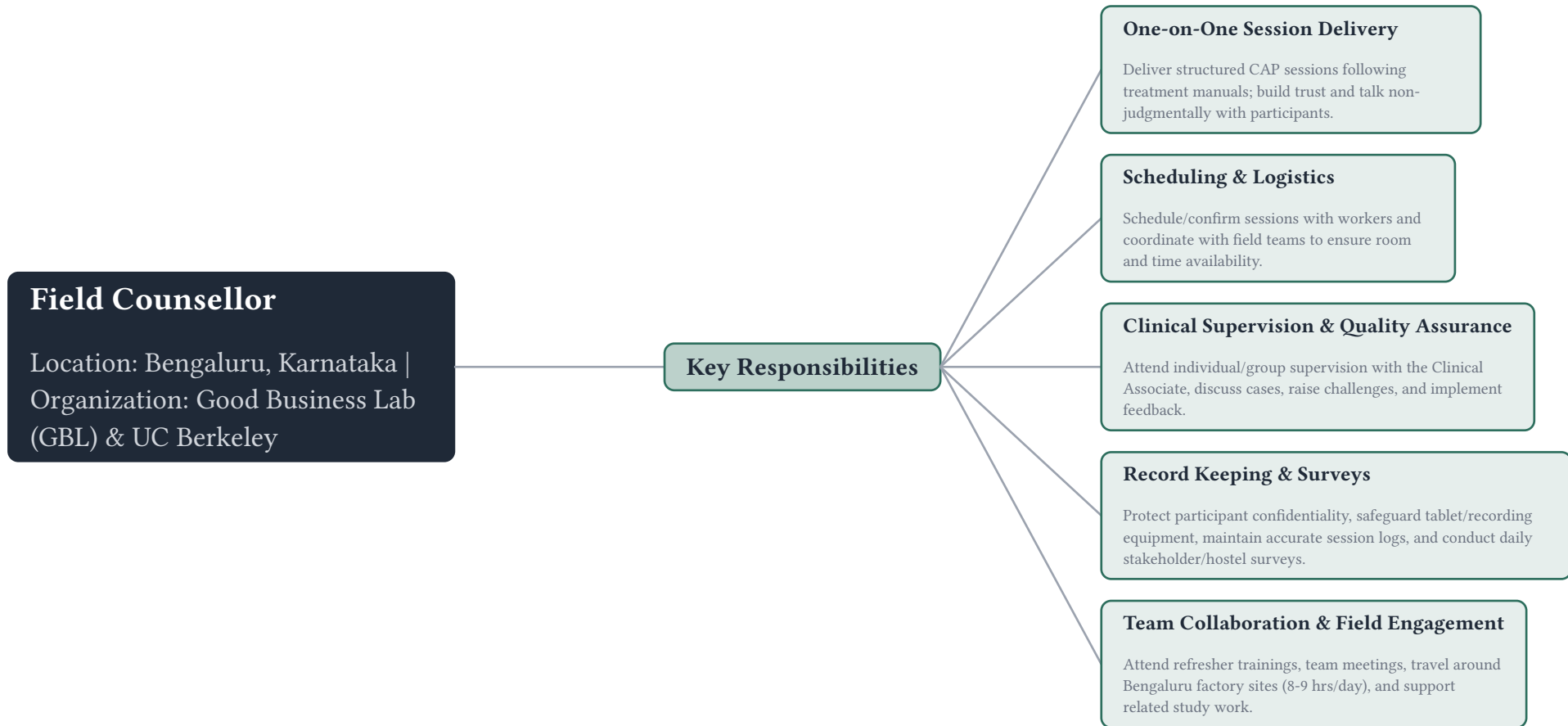


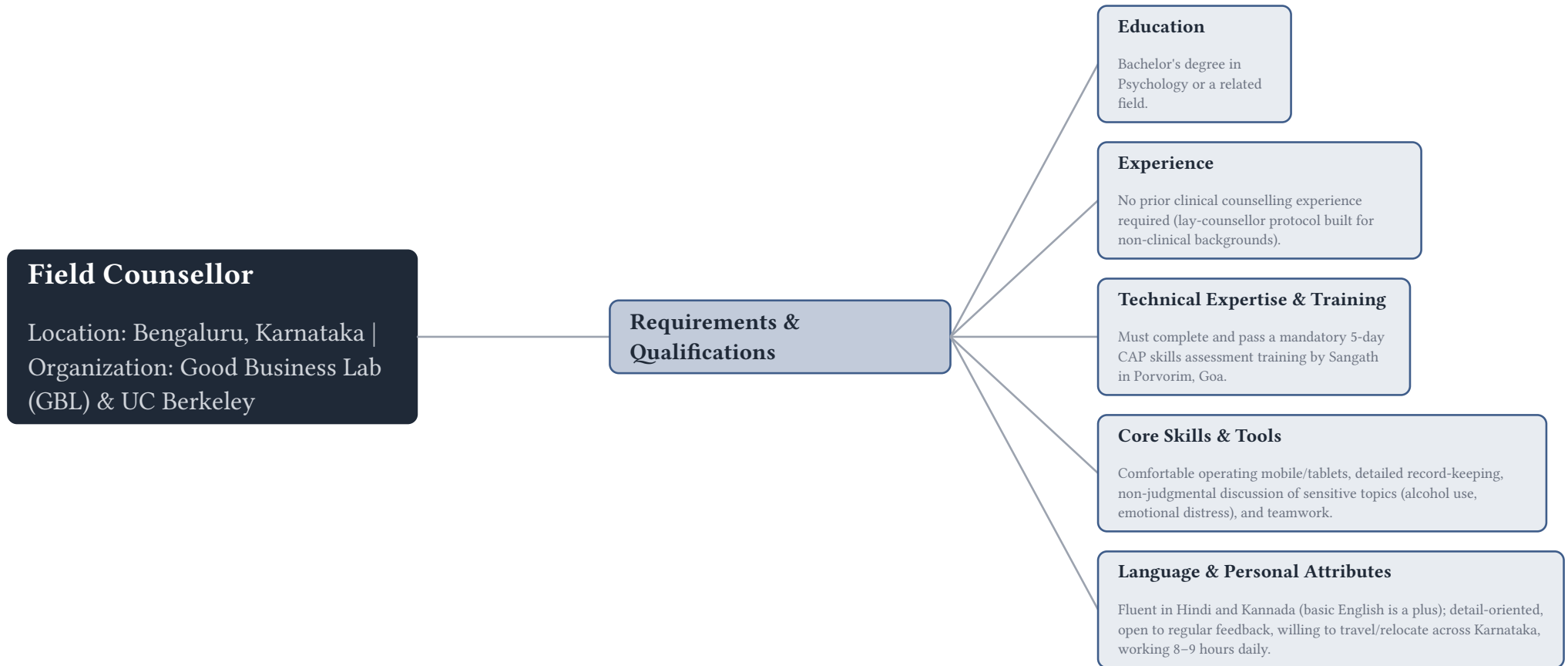
Field Counsellor in Bengaluru | Good Business Lab

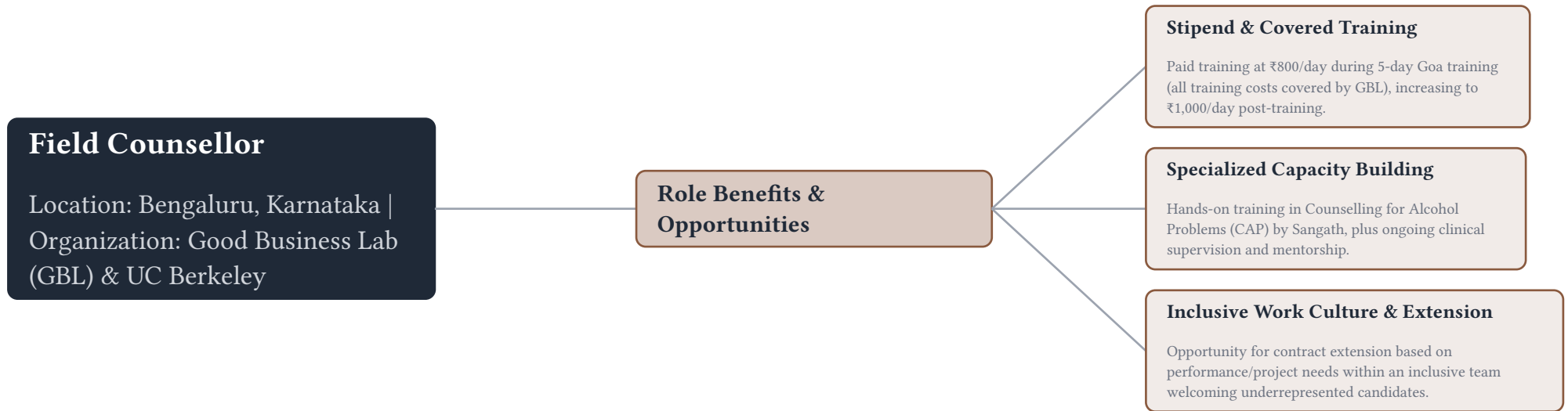
Bengaluru, Karnataka · contract · entry level · ₹1,000 per day

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Job Description

[Application Assist →](#)

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Good Business Lab (GBL)

gbl (1).jpeg Good Business Lab is a nonprofit that turns research into action to help low-income workers get better jobs. It believes a good job means more than wages: it means fair pay growth, a supportive workplace and a real chance to move up. GBL works with workers and large employers in manufacturing, retail and food service to design changes that help both, and then measures what actually works. Its work has directly improved life for over 500,000 workers and reaches nearly 2 million more. The Lab was founded by economists Achyuta Adhvaryu (UC San Diego) and Anant Nyshadham (University of Michigan), with Anant Ahuja of Shahi Exports.

Role

GBL and researchers at the University of California, Berkeley are testing a counselling programme for harmful alcohol use, delivered in factories by trained lay counsellors. As a Field Counsellor, you will deliver Counselling for Alcohol Problems (CAP) sessions to enrolled workers at the project site in Bengaluru, reporting to the Clinical Associate and the Field Coordinator. You do not need a counselling background, because the programme was built for people without formal clinical training. The role begins with a five-day training by Sangath, the organisation that created CAP, at its office in Porvorim, Goa. It ends with a skills assessment you must pass to go on to deliver sessions. After that comes a one-month engagement, which may be extended based on project needs and your performance.

Responsibilities

- Deliver one-on-one CAP sessions to enrolled participants, following the treatment manual.
- Build trust with participants and talk with them without judgment, using the techniques taught in training.
- Schedule and confirm sessions with participants, working with the field team so you are in the right room at the right time.



-
- Attend individual and group supervision with the Clinical Associate, discuss cases, raise challenges and act on the feedback you get.
 - Protect participant confidentiality at all times.
 - Look after the equipment you are given, including recording devices, tablets and chargers.
 - Keep accurate session records and submit them on time.
 - Conduct daily surveys in stakeholder units and hostels.
 - Attend extra trainings, refresher sessions and study team meetings as needed.
 - Support other related work as needed.

Requirements

- Bachelor's degree in Psychology or a related field
- Fluent in Hindi and Kannada; basic English reading, writing, and speaking is a plus
- Able to discuss alcohol use, family conflict, and emotional difficulty without judgment, including holding conversations where a participant becomes emotional or defensive
- Genuine interest in learning and delivering a structured counselling method as designed
- Able to keep detailed, accurate records and submit them on time
- Able to meet deadlines while maintaining high-quality work
- Available for the full five-day training in Porvorim, Goa, on the scheduled dates
- Able to work 8 to 9 hours a day and travel around Bengaluru city
- Detail-oriented with good oral and written communication skills
- Comfortable operating a mobile phone or tablet
- Comfortable working in a team with shared responsibilities, and coordinating independently with coworkers
- Open to travel and relocation across Karnataka for the engagement period
- Open to regular feedback and adjusting approach in response to it

Benefits

- Paid training at ₹800 per day during the five-day training in Goa, with training costs covered by Good Business Lab, ₹1,000 per day after training.
- Hands-on training in Counselling for Alcohol Problems from Sangath, the organisation that developed the method. -Regular clinical supervision and support throughout delivery
- A possible extension based on project needs and performance.
- An inclusive team that strongly welcomes applicants from historically underrepresented and marginalised communities.



Apply

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Required Skills

Counselling

Active listening

Record keeping

Hindi and Kannada communication

Field surveys

Tags

Good Business Lab

Mental Health

Social Work

Contract

Fresher

Karnataka

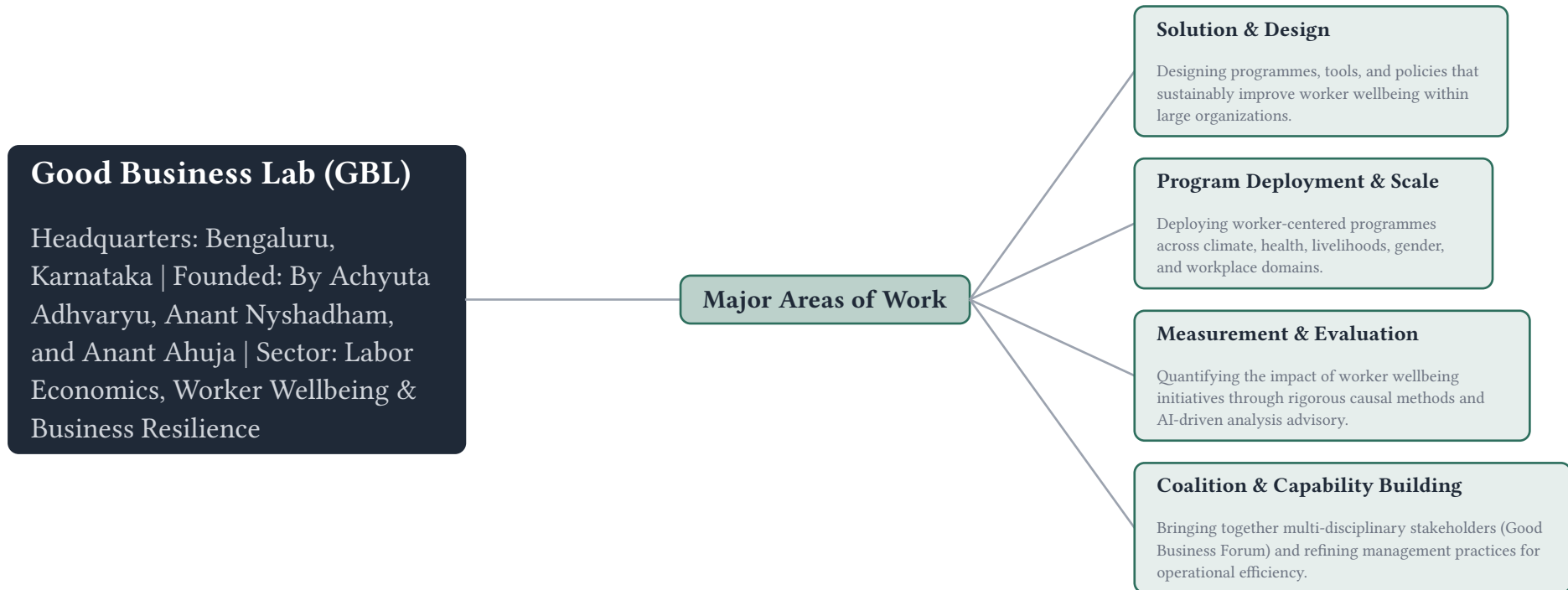


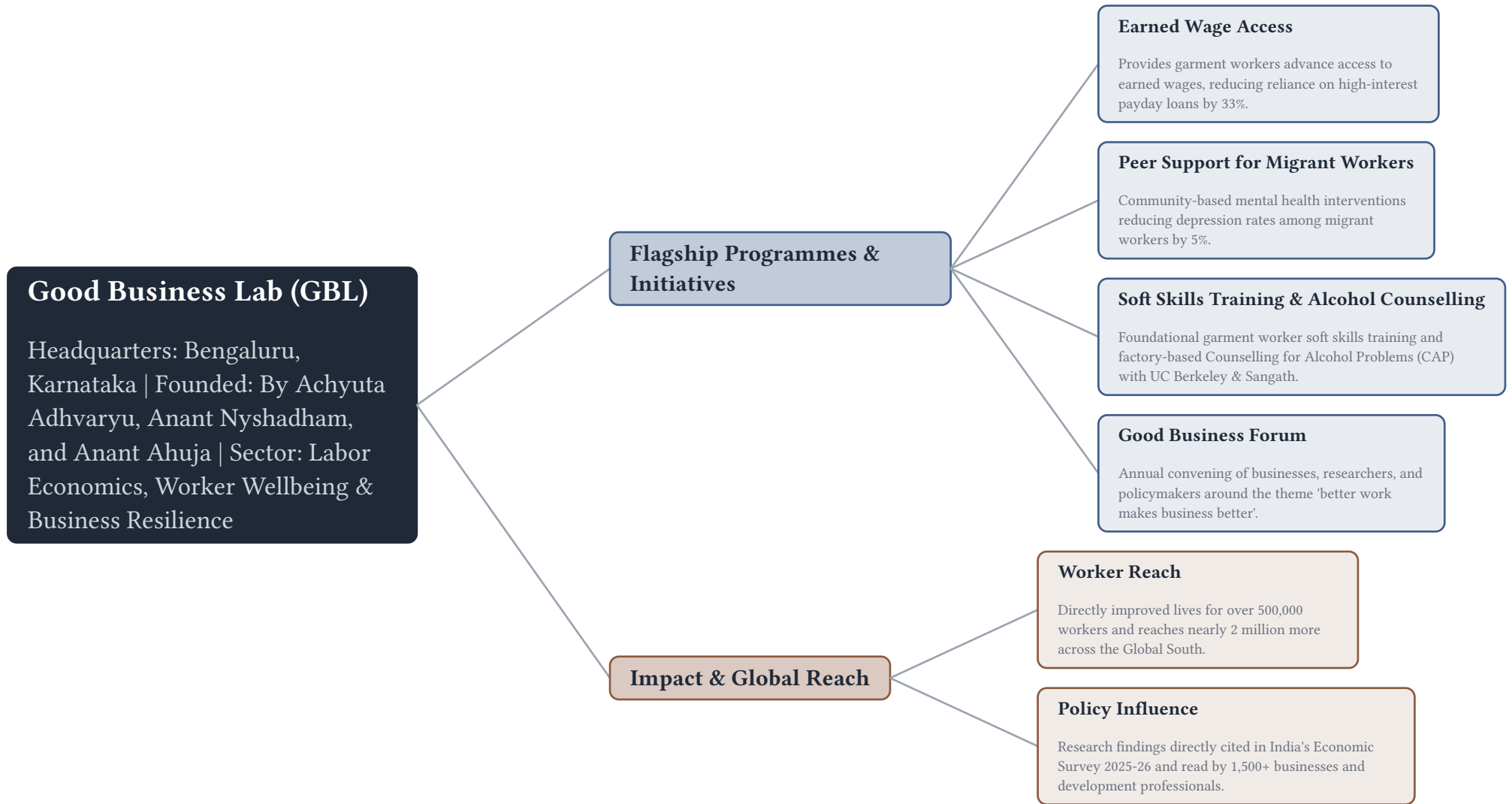
Good Business Lab

Labor Economics & Worker Wellbeing Research

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About the Company

[Visit website →](#)

Good Business Lab (GBL) is a global NGO that creates pathways out of poverty for the world's working poor. Good Business Lab was founded by economists Achyuta Adhvaryu and Anant Nyshadham, together with business leader Anant Ahuja, to study the effects of investments in worker wellbeing on both worker and business level outcomes.

The organisation advances solutions in climate, health, livelihoods, gender, and workplace to improve worker wellbeing and business resilience. From research to evidence to on-ground impact, GBL partners with companies across the Global South, working towards a more secure future for a billion low-income workers worldwide. Findings from GBL's work were referenced in India's Economic Survey 2025-26. images (64).jpg

 *Head Quaters : Bengaluru, Karnataka,*

Major Areas of Work

- Solution & Design: Designing programs, tools, and policies that sustainably improve worker wellbeing within large organizations.
- Program Deployment: Deploying worker-centered programs that improve both wellbeing and business outcomes at scale.
- Measurement & Evaluation: Quantifying the impact of wellbeing initiatives through causal methods to focus on programs that drive real impact for workers and firms.
- Coalition Building: Bringing together multi-disciplinary stakeholders to drive a collective commitment to making worker wellbeing a fundamental business practice.
- Capability Development: Helping organizations refine management practices and workplace environments centered on worker needs and operational efficiency.
- Analysis Advisory: Analyzing data using AI-driven methods to uncover insights that enhance worker wellbeing and productivity.

Major Initiatives & Programmes



- **Earned Wage Access:** Providing garment workers with access to earned wages in advance of payday, reducing reliance on high-interest payday loans by 33%.
- **Peer Support Programs for Migrant Workers:** Community-based interventions that have reduced depression rates among migrant workers by 5%.
- **Good Business Forum:** An annual convening bringing together businesses, researchers, and policymakers around the theme "better work makes business better."
- **Soft Skills Training for Garment Workers:** Foundational research programme studying the impact of soft skills training on productivity and retention in India's garment industry, which shaped GBL's founding mission.

Impact

GBL's research has directly informed national policy, with findings referenced in India's Economic Survey 2025-26. The organisation's interventions have delivered measurable outcomes at scale, including a 33% reduction in payday loan reliance through earned wage access programs and a 5% reduction in depression rates among migrant workers through peer support programs. GBL's insights reach a growing global audience, with content currently read by 1,500+ businesses, researchers, and development and impact professionals. The textiles and apparel sector alone employs more than 119 million workers in India, with women making up roughly 35 percent of the workforce — a scale that underscores the reach of GBL's work.

Leadership

Co-Founder – Achyuta Adhvaryu

Co-Founder – Anant Nyshadham

Co-Founder & CEO – Anant Ahuja

Good Business Lab is an excellent fit for professionals passionate about labor economics, worker wellbeing, evidence-based research, and business innovation who want to contribute to systemic change for the world's working poor.

See the full listing and open roles: <https://aikyamjobs.org/companies/good-business-lab>

Hope this gives you a clear, complete picture of the role — if it feels like a fit, the link above takes you straight to the full listing.